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ABSTRACT

This book examines the effectiveness and distributive ramifications of the institutions of German skill provision as they functioned at home in the 1990s and as they served as a template for reform in other industrialized countries. The volume relies on multiple sources of data, including in-firm case studies, larger-scale surveys of companies, data on life course patterns, and historical and contemporary studies of the functioning of institutions in different settings, which themselves draw on interviews and secondary literature. Following an introduction that discusses the pros and cons of the German model of skill provision as it functions in the country today and how this model can be used in other countries, the book contains nine chapters organized in three parts. Part 1, "Threats to the German System in Comparative Perspective," contains these three chapters: "The German Apprenticeship System under Strain" (Karin Wagner); "Craft Production in Crisis: Industrial Restructuring in Germany during the 1990s" (Gary Herrigel, Charles F. Sabel); and "The German Skill-Creation System and Team-Based Production: Competitive Asset or Liability?" (David Finegold, Karin Wagner). The three chapters in Part 2, "Distributive Outcomes of the German Training System," include: "Vocational Training and Job Mobility in Comparative Perspective" (Thomas Hinz); "Gender and Skills: Distributive Ramifications of the German Skill System" (Helga Kruger); and "Continuing Occupational Training in an Aging German Economy" (Jutta Gatter). Part 3, "International Experiments with In-Firm Training," contains the following three chapters: "Individual Choice, Collective Action, and the Problem of Training Reform: Insights from France and Eastern Germany" (Pepper D. Culpepper); "Sectoral Training Initiatives in the U.S.: Building Blocks of a New Workforce Preparation System?" (Eric Parker and Joel Rogers); and "Building a Governance Structure for Training? Employees, Government and the TEC Experiment in Britain" (Steward Wood). A conclusion by David Fingold

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